

Human Resources and Social Development Canada

LABOUR PROGRAM

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Policy and Workplace Information**, Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin free of charge*, add your name to our [mailing list](#).

The Labour Policy and Workplace Information offers more information than what is listed below; go to <http://www.hrsdc.gc.ca/en/lp/wid/info.shtml> for a complete listing of products and services.

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Government
of Canada

Gouvernement
du Canada

Canada

Wage Settlements

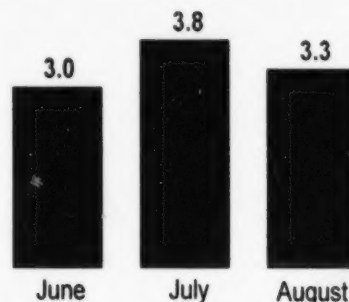
Covering 500 or More Employees

August 2007

Major collective bargaining settlements reached in August 2007 provided base-rate wage adjustments averaging 3.3% annually over the contract terms, down from the 3.8% average in July. The results are based on a review of 19 settlements covering 30,780 employees.

When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 3.1% and contract duration averaged 37.6 months, compared to the 3.3% in their current round of settlements and the average contract duration of 39.6 months.

Percentage Wage Adjustments in Major Settlements by Month, 2007



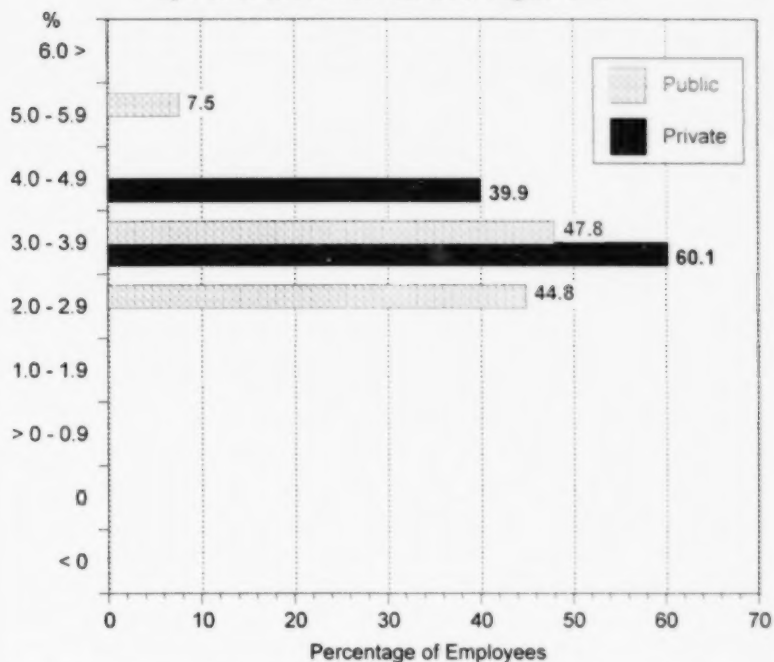
Wage adjustments in the public sector averaged 3.2% for 22,790 employees in 14 agreements. The ATB Financial settlement in Alberta (formerly Alberta Treasury Branches) with a wage adjustment averaging 5.0% influenced the public-sector figure. Excluding the ATB Financial settlement, the remaining agreements averaged 3.0%.

Private-sector wage adjustments averaged 3.7% for 7,990 employees in 5 agreements. The higher private-sector average this month was due to two Algoma Steel settlements in Sault Ste. Marie, Ontario, one of the settlements involved 590 office employees with a wage increase averaging 4.5% and the other, 2,600 production employees with a wage increase averaging 4.8%. These 2 agreements accounted for 46% of the total private-sector employee coverage in August settlements. Excluding the 2 Algoma Steel settlements, the remaining private-sector settlements averaged 3.1%.

On a jurisdiction basis, wage adjustments ranged from a low of 2.6% in Manitoba to a high of 5.0% in Alberta (due to the ATB Financial settlement mentioned above). In the federal jurisdiction, 4 agreements involved 6,180 employees with an average annual adjustment of 2.7%.

On an industry basis, wage adjustments ranged from a low of 2.6% in the education, health and social services sector to a high of 4.7% in the manufacturing sector. The 4.7% figure in manufacturing is an exception and not the norm; this sector, for the month of August, consisted of just the 2 Algoma Steel settlements (with relatively high wage adjustments) mentioned above.

Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, August 2007



Wage adjustments in the first 8 months of 2007 (January through August) averaged 3.1% for 620,620 employees in 206 agreements; the public-sector average is 3.3% for 263,810 employees in 96 agreements and the private sector average is 3.0% for 356,810 employees in 110 agreements.

Average Annual Percentage Wage Adjustments by Month

	2007		
	June	July	August
Sectors			
Public Sector	3.7	4.4	3.2
Private Sector	2.5	3.2	3.7
All Industries/Jurisdictions			
Average Annual Adjustment	3.0	3.8	3.3
Non-COLA	3.0	3.3	3.1
COLA	2.6	4.8	4.0

	2007		
	June	July	August
First-Year Adjustment	3.0	3.8	3.1
Non-COLA	3.0	3.2	3.0
COLA	2.4	4.8	3.6
Industries			
Primary Industries	-	5.7	-
Utilities	3.7	4.6	3.0
Construction	3.3	3.3	3.2
Manufacturing	1.5	2.0	4.7
Wholesale and Retail Trade	1.8	-	-
Transportation	4.0	2.9	3.0
Information and Culture	4.9	2.0	-
Finance and Professional Services	4.0	2.6	-
Education, Health and Social Services	3.0	4.8	2.6
Entertainment and Hospitality	-	4.0	3.0
Public Administration	3.4	3.1	3.2
Jurisdictions			
Newfoundland and Labrador	-0.7	-	-
Prince Edward Island	2.8	-	-
Nova Scotia	4.0	-	2.9
Quebec	2.6	-	-
Ontario	2.6	2.9	4.2
Manitoba	3.1	3.7	2.6
Saskatchewan	3.9	3.9	-
Alberta	4.4	5.2	5.0
British Columbia	-	3.0	3.3
Multiprovince	-	3.6	-
Federal Jurisdiction	4.9	2.6	2.7

Average Annual Percentage Wage Adjustments by Quarter

	2006		2007	
	3 rd	4 th	1 st	2 nd
Sectors				
Public Sector	2.7	2.9	3.3	3.0
Private Sector	2.5	1.4	2.6	3.0
All Industries/Jurisdictions				
Average Annual Adjustment	2.6	2.2	3.1	3.0
Non-COLA	2.6	2.2	3.1	3.1
COLA	2.5	2.6	2.0	2.6
First-Year Adjustment	2.3	2.3	2.8	4.0
Non-COLA	2.2	2.2	2.9	4.3
COLA	2.5	2.8	1.8	2.5
Industries				
Primary Industries	-	3.0	3.2	3.2
Utilities	2.6	3.6	3.1	4.0
Construction	3.5	4.3	2.9	3.2
Manufacturing	2.5	2.2	0.7	2.1
Wholesale and Retail Trade	-	1.1	1.4	2.0
Transportation	2.0	2.9	3.2	2.6
Information and Culture	0.5	1.2	1.6	3.8
Finance and Professional Services	2.5	2.5	2.0	3.9
Education, Health and Social Services	2.6	2.9	3.1	3.0
Entertainment and Hospitality	2.9	2.8	2.6	-
Public Administration	2.8	2.8	4.0	3.1

	2006		2007	
	3 rd	4 th	1 st	2 nd
Jurisdictions				
Newfoundland and Labrador	-	1.9	-	0.7
Prince Edward Island	2.9	2.1	2.9	2.8
Nova Scotia	3.4	2.9	1.8	3.7
New Brunswick	3.0	3.5	2.9	2.0
Quebec	1.7	2.8	2.9	3.2
Ontario	2.9	1.5	2.9	2.8
Manitoba	2.6	2.6	2.7	3.0
Saskatchewan	-	2.0	4.0	4.2
Alberta	3.5	3.8	3.5	4.4
British Columbia	2.8	3.4	2.3	2.9
Territories	-	-	-	3.0
Multiprovince	-	4.7	6.6	-
Federal Jurisdiction	2.2	2.2	2.8	2.7

Average Annual Percentage Wage Adjustments by Year

	2004	2005	2006	2007
Sectors				
Public Sector	1.4	2.2	2.6	3.3
Private Sector	2.3	2.4	2.1	3.0
All Industries/Jurisdictions				
Average Annual Adjustment	1.8	2.3	2.5	3.1
Non-COLA	1.7	2.3	2.5	3.1
COLA	2.8	2.5	2.5	3.2

	2004	2005	2006	2007
First-Year Adjustment	1.1	2.1	2.4	3.7
Non-COLA	0.9	2.1	2.4	3.8
COLA	2.7	2.6	2.6	3.1
Industries				
Primary Industries	2.9	2.3	2.7	4.6
Utilities	3.1	2.6	2.3	3.7
Construction	2.7	2.5	3.6	3.2
Manufacturing	2.4	2.5	2.0	2.2
Wholesale and Retail Trade	1.4	1.9	1.1	2.0
Transportation	0.6	2.9	2.1	2.7
Information and Culture	2.7	2.4	2.5	2.9
Finance and Professional Services	1.6	2.3	2.5	3.3
Education, Health and Social Services	0.8	2.1	2.5	3.4
Entertainment and Hospitality	2.7	1.9	2.9	3.0
Public Administration	2.5	2.4	2.8	3.4
Jurisdictions				
Newfoundland and Labrador	1.0	2.0	1.7	0.7
Prince Edward Island	2.4	2.5	2.7	2.8
Nova Scotia	4.7	3.3	3.1	3.0
New Brunswick	4.1	3.0	2.9	2.3
Quebec	2.5	1.6	1.8	3.2
Ontario	3.0	2.7	2.5	2.9
Manitoba	2.6	2.9	2.6	3.0
Saskatchewan	1.6	2.0	2.1	4.1
Alberta	3.1	3.0	3.4	4.8

	2004	2005	2006	2007
British Columbia	-1.6	0.5	2.5	2.9
Territories	3.0	3.0	3.1	3.0
Multiprovince	2.7	4.1	3.8	4.9
Federal Jurisdiction	1.6	2.6	2.3	2.7

Note: Data for 2007 cover the months of January through August.

**Public and Private Sector Percentage Wage Adjustments,
a Chronological Perspective since 1987**

Year	Public	Private	All
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5

Year	Public	Private	All
2004	1.4	2.3	1.8
2005	2.2	2.4	2.3
2006	2.6	2.1	2.5
2007	3.3	3.0	3.1

Note: Data for 2007 cover the months of January through August.

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the [Technical Notes](#) (PDF format, 225kb).

Source: Labour Policy and Workplace Information, Labour Program, HRSDC.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees, and durations by month, quarter, and year for all sectors—public and private, jurisdictions, and industries. The data is available at [other detailed tables](#) (PDF format, 314kb).

Major Settlements Reached in August 2007

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Utilities				
Nova Scotia Power Incorporated province-wide, Nova Scotia International Brotherhood of Electrical Workers (AFL-CIO/CLC) utility workers; service and maintenance employees	800	3.0	56.0	Mar 31, 2012
1 agreement	800	3.0	56.0	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Construction				
Utility Contractors Association of Ontario Incorporated province-wide, Ontario Laborers' International Union of North America (CtW) labourers	500	3.2	36.0	Apr 30, 2010
1 agreement	500	3.2	36.0	
Manufacturing				
Algoma Steel Inc. Sault Ste. Marie, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) administrative services employees; technical employees; service and maintenance employees	590	4.5*	36.0	Jul 31, 2010
Algoma Steel Inc. Sault Ste. Marie, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) production employees	2,600	4.8*	36.0	Jul 31, 2010
2 agreements	3,190	4.7	36.0	
Transportation				
Via Rail Canada Inc. system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) off-train employees	1,110	3.0	36.0	Dec 31, 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Via Rail Canada Inc. system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) on-board services employees	860	3.0	36.0	Dec 31, 2009
Via Rail Canada Inc. system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) shopcraft employees	710	3.0	36.0	Dec 31, 2009
3 agreements	2,680	3.0	36.0	
Education, Health and Social Services				
Winnipeg Regional Health Authority Winnipeg, Manitoba Manitoba Government and General Employees' Union (CLC) administrative and support employees	600	2.6	48.0	Mar 31, 2010
1 agreement	600	2.6	48.0	
Entertainment and Hospitality				
Pacific National Exhibition Vancouver, British Columbia Canadian Union of Public Employees (CLC) service and maintenance employees; office employees	3,500	3.1	48.0	Dec 31, 2010
1 agreement	3,500	3.1	48.0	
Public Administration				
ATB Financial province-wide, Alberta Alberta Union of Provincial Employees (Independent-natl.) administrative services employees	1,700	5.0	24.0	Mar 31, 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Canadian Food Inspection Agency Canada-wide, Multiprovince Public Service Alliance of Canada (CLC) administrative and support employees	3,500	2.5	12.0	Dec 31, 2007
Capital Regional District Victoria, British Columbia Canadian Union of Public Employees (CLC) office employees; outside employees; recreational employees	1,160	3.0*	48.0	Dec 31, 2010
City of Burnaby Burnaby, British Columbia Canadian Union of Public Employees (CLC) office employees; service employees; technical employees	1,450	3.5	60.0	Dec 31, 2011
City of Surrey Surrey, British Columbia Canadian Union of Public Employees (CLC) inside and outside employees	1,800	3.5	60.0	Dec 31, 2011
Corporation of Delta Delta, British Columbia Canadian Union of Public Employees (CLC) inside and outside employees	800	3.5	60.0	Dec 31, 2011
District of Saanich Saanich, British Columbia Canadian Union of Public Employees (CLC) inside and outside employees	1,580	3.3*	60.0	Dec 31, 2011
Government of Nova Scotia province-wide, Nova Scotia Nova Scotia Government and General Employees Union (CLC) administrative services employees; scientific and other professional employees	6,100	2.9	36.0	Mar 31, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Hamilton Police Services Board Hamilton, Ontario Hamilton Police Association (Independent-local) police officers	750	3.2	36.0	Dec 31, 2008
Waterloo Regional Police Services Board Waterloo, Ontario Waterloo Regional Police Association (Independent-local) police officers	670	3.2	36.0	Dec 31, 2009
10 agreements	19,510	3.2	38.3	
Agreements with COLA - 4 agreements	5,930	4.0	44.7	
Agreements without COLA - 15 agreements	24,850	3.1	38.3	
All Agreements - 19 agreements	30,780	3.3	39.6	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 225kb).

Source: Labour Policy and Workplace Information, Labour Program, HRSDC.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

Current and Upcoming Key Negotiations covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	140,550	ARB/ CO/B	Mar 06–Sep 07
Canada Revenue Agency	PSAC	33,200	B	Oct 07
Government of Nunavut	PSAC	2,100	B	Sep 06
Go Transit (Ont.)	ATU	910	B	Jun 07
Private Sector				
Canadian Pacific Railway	Teamsters	4,400	TENT	Dec 06
British Columbia Maritime Employers Association	ILWU CANADA	3,700	B	Mar 07
MTS Allstream Inc. (Man.)	TEAM	1,050	PMB	Feb 07
Provincial and Territorial Jurisdictions				
Public Sector				
City of Montréal	Various unions	17,800	B	Dec 06
Association provinciale des agences de sécurité (Que.)	Steelworkers	14,000	B	Jul 07
Government of Saskatchewan	Teachers	12,400	TENT	Aug 07
Regional Health Authorities of Manitoba	Nurses	11,000	B	Sep 07
Capital District Health Authority	NSGEU	7,900	B/TENT	Oct 06
Government of New Brunswick	CUPE	6,290	B/CO	Jun 07
Société de transport de Montréal	CUPE/CSN	6,250	B	Jan 07
City of Vancouver	CUPE	5,270	WS	Dec 06

Employer	Union	Employees	Status*	Expiry Month
Nova Scotia Association of Health Organizations	Nurses	4,000	B	Oct 06
Government of Prince Edward Island	PEIUPSE	2,440	B	Mar 07
City of Québec	CUPE	1,410	B	Dec 06
Health Authorities of Prince Edward Island	CUPE	800	B	Mar 07
Private Sector				
Construction Industry in Alberta	Carpenters/ Plumbers	10,325	PMB	Apr 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
Canada Safeway Ltd. (Alta.)	UFCW	6,800	B	Mar 07
Great Atlantic and Pacific Company of Canada Limited (Ont.)	UFCW	6,300	CO	Jun 07
Boilermaker Construction Association of Canada	Boilermakers	4,600	TENT	Jun 07
Forest Industrial Relations Limited (B.C.)	Steelworkers	4,500	WS	Jun 07
Security Industry Employers Bargaining Association (Ont.)	Steelworkers	3,500	B	Jun 07
Construction Industry in Ontario	Various unions	1,000	ARB	Apr 07
* ARB Arbitration B Bargaining B/WS Bargaining after work stoppage CO Conciliation MED Mediation M/WS Mediation after work stoppage PAB Post-arbitration bargaining PCB Post-conciliation bargaining PMB Post-mediation bargaining TENT Tentative settlement WS Work stoppage				

Upcoming Key Negotiations			
Employer	Union	Employees	Expiry Month
New Dominion Stores (Ont.)	CAW Canada	8,500	Jul 07
Bell Canada (Ont. and Que.)	CEP	7,190	Nov 07
Toronto Police Services Board	Toronto Police Association	6,990	Dec 07
Brewers Retail Inc. (Ont.)	UFCW	6,000	Dec 07
City of Québec	Various unions	2,610	Dec 06
National Research Council Canada	RCEA/PIPSC	2,600	Jun/Jul 07
MTS Allstream Inc. (Man.)	CEP	1,360	Dec 07
London Health Sciences Centre	CAW Canada	1,100	Oct 07
Better Beef Limited (Ont.)	UFCW	1,100	Dec 07
Toronto Star Newspapers Ltd.	CEP	900	Dec 07
Boeing Toronto, Ltd.	CAW Canada	760	Oct 07

Major Work Stoppages

Major work stoppages involving 500 or more employees from **September 21 to October 4, 2007.**

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

Employer, Location, Union and Employees	Issues	Starting	Ending
Vancouver Public Library Board Vancouver, British Columbia Canadian Union of Public Employees 800 librarians and office employees	Pay equity, wages, and contract duration	Jul 26/2007	
City of Vancouver Vancouver, British Columbia Canadian Union of Public Employees 2,500 inside employees	Wages and contract duration	Jul 23/2007	

Employer, Location, Union and Employees	Issues	Starting	Ending
Forest Industrial Relations Limited, International Forest Products Limited, Island Timberland, and other smaller companies Coastal Region, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 7,000 mill employees	Work scheduling, benefits, and contracting out	Jul 21/2007	
City of Vancouver Vancouver, British Columbia Canadian Union of Public Employees 1,800 outside employees	Wages and contract duration	Jul 20/2007	

Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

For More Information

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For more information, please contact:

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Ottawa-Gatineau area at 1-819-997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

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